



Our Inclusivity Philosophy

Approved Unanimously by the RWE Board of Trustees on June 1, 2017

This Philosophy of Inclusivity statement is an elaboration that extends our moral obligation beyond that of the Charitable Intent Philosophy that was approved on June 2, 2016. Today's globalized world is a diverse community, and we are committed to finding ways of more fully mirroring that diversity within all our stakeholder groups—Residents, Staff, and Trustees.

Fulfilling our commitment to Inclusivity means meeting both legal requirements and the moral obligations that are rooted in our founding.

Our Legal Requirements

RiverWoods maintains a non-discriminatory policy consistent with state and federal laws which prohibit discrimination because of a person's race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), national origin, age, disability or genetic information.

Our Moral Obligation

We define inclusivity as welcoming people of all faiths, races, sex, and cultures. "Diversity is being invited to the party. Inclusion is being asked to dance." (Vernā Myers)

We are thoughtful and intentional in developing our community to welcome the broadest spectrum of people.

We mindfully and consistently cast the widest possible net to expand the pool of potential residents, employees and trustees.

We accept and expect this journey to be challenging and enriching.